

Missouri First Steps Personnel Standards - DRAFT 1/04

Title	Qualifications	Certification/ Licensure	Credential	Modules	Background Check	Liability	Comments
ABA Implementer: Implements ABA instruction	High school diploma or GED	None	Yes	1	Yes	No	Must have ongoing supervision and training by an ABA program consultant.
ABA Program Consultant: Provides assessments for ABA services, designs and facilitates ABA programming for child. May train ABA implementers in instructional techniques such as discrete trail training.	Bachelor's or Master's degree in human service field	At least one of the following: *National or State Certification in Applied Behavior Analysis OR *Documentation of specific training in ABA with application to young children AND *Documentation of experience in designing and implementing an ABA program with young children with autism spectrum disorders.	Yes	1-4	Yes	Yes	
Audiologist: Plans and implements screening, evaluation/diagnosis, and early intervention services for hearing impaired children.	Master's degree	License by the State Board of Registration for the Healing Arts	No	-----	Yes	Yes	
Counselor, Licensed Professional: Provides individual and group counseling techniques, methods or procedures for the purposes of assessing, understanding or influencing behavior. Conducts assessments for aptitudes, intelligence, attitudes, abilities, achievement, interests or personal characteristics.	Master's degree	License by the Committee for Professional Counseling	Yes	1-4	Yes	Yes	
Dietitian: Conducts individual assessments, develops and monitors nutrition plans, makes referrals to appropriate community resources.	Bachelor's degree and internship	License by the State Committee of Dietitians, effective July 1, 2000	Yes	1-4	Yes	No	
Intake or Service Coordinator: Coordinate evaluation and assessments, facilitate and participate in IFSPs, assist families in identifying service providers, coordinate and monitor delivery of ealy intervention services, inform families of advocacy services, coordinate with medical and health providers, facilitate transition from Part C to B, if appropriate.	Bachelor's degree: *Early Childhood Special *Education *Early Childhood Education *Elementary Education *Child/Human Development *Social Work *Public Health *Sociology *Nursing *Psychology	None	Yes	1-5	Yes	No	Service Coordination Module is required.

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Intake or Service Coordinator Associate: Works under the supervision of a fully credentialed service coordinator.	High school diploma or GED	None	Yes	1, 3, 4, 5	Yes	No	Must have ongoing supervision and training by a Service Coordinator. Service Coordination Module is required.
Interpreter of the Deaf: Facilitates communication between individuals with hearing impairments and hearing persons.	High school diploma or GED	Intermediate certificate issued by the Commission for the Deaf and license issued by the Division of Professional Registration	No	-----	Yes	No	
Nurse, LPN: Provides health services under the direction of an RN or physician.	Diploma from accredited LPN program. One year course of study in practical nursing.	License by the State Board of Nursing	Yes	1,3,4	Yes	Yes	Must be under the supervision of a physician or RN.
Nurse, RN: Provides screening, evaluative, and diagnostic health information. Provides health services to eligible children with disabilities as specified on the IFSP.	Associate's degree	License by the State Board of Nursing	Yes	1-4	Yes	Yes	
Occupational Therapist: Provides evaluation services and occupational therapy.	Bachelor's degree	License issued by the Missouri Board of Occupational Therapy	Yes	1-4	Yes	Yes	
Certified Occupational Therapist Assistant (COTA): Provides occupational therapy services under the direction of a licensed occupational therapist.	Associate of Arts degree	License issued by the Missouri Board of Occupational Therapy	Yes	1,3,4	Yes	Yes	May only perform services under direction of licensed OT.
Optometrist	Graduate of Approved School of Optometry	License issued by the Missouri Board of Optometry	No	-----	Yes	Yes	
Orientation and Mobility Specialist: Provides orientation and mobility services.	Bachelor's degree with specialization in: *Orientation and Mobility *Teaching the blind and visually impaired *Rehabilitation teaching *Special Education *Occupational Therapy *Physical Therapy *OR Closely related area	Certified by the Association for Education and Rehabilitation (AER) (now referred to as the Academy for Certification of Vision Rehabilitation and Education Professionals) OR Demonstrated proficiency in O&M as required by a current contract with Rehabilitation Services for the Blind OR Visually Impaired Certification by the State Board of Education	Yes	1-4	Yes	Yes	

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Paraprofessional in Early Intervention: Assists with the implementation of IFSPs under the direction of the special instructor, speech therapist, OT or PT.	High school diploma or GED	None	Yes	1	Yes	No	Must have ongoing supervision and training by special instructor, speech therapist, OT or PT.
Parent Advisor for children with sensory impairments: Provides parent education for parents of children who are blind, visually impaired, deaf or hearing impaired.	Bachelor's degree	None	Yes	1 + special training through MSB/MSD	Yes	No	Successful completion of parent education for parents of children with sensory impairments provided through the Missouri School for the Deaf and/or Missouri School for the Blind.
Physical Therapist: Provides evaluation services and physical therapy.	Bachelor's or Master's degree if graduated after December 31, 2002	License issued by the State Board of Registration for the Healing Arts	Yes	1-4	Yes	Yes	
Physical Therapist Assistant: Provides physical therapy services under the direction of a physical therapist.	60 hours prescribed course of study, Associate of Arts degree	License issued by the State Board of Registration for the Healing Arts	Yes	1,3,4	Yes	Yes	Must work under direction of a licensed PT.
Physician: Provides medical, evaluative, and diagnostic services, and assists in planning and implementing early intervention services for children with disabilities. (e.g., Ophthalmologist)	Medical degree	Physician licensed by the State Board of Registration for the Healing Arts	No	-----	Yes	Yes	Need to submit copy of Pediatrics training.
Psychologist: Administers psychological tests, participates on evaluation teams, provides pshchological services to eligible children with disabilities as specified on the IFSP, and assists in planning and implementing early intervention services.	Master's degree	License issued by the State Committee of Psychologists	Yes	1-4	Yes	Yes	

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Social Worker, Licensed Clinical: Provides methods, principles, and techniques of casework, group work client centered advocacy, community organization, administration, planning, evaluation, consultation, research, psychotherapy and counseling methods and techniques to persons, families, and groups in assessment, diagnosis, treatment, prevention and amelioration of mental emotional conditions.	Master's degree	License issued by Missouri State Committee for Social Workers	Yes	1-4	Yes	Yes	
Speech/Language Pathologist: Provides direct therapy, consultaiton with providers, develops IFSPs, writes diagnostic reports, and may provide evaluation services.	Master's degree and certificate of clinical competency issued by the American Speech-Language-Hearing Association	License issued by the State Board of Registration for the Healing Arts OR Certification by the State Board of Education	Yes	1-4	Yes	Yes	
Speech/Language Pathology Associate: Assists with the implementation of IFSPs under the direction of a licensed speech/language pathologist.	Master's degree	Working towards Certificate of Clinical Competency for licensure by the State Board of Registration for the Healing Arts	Yes	1,3,4	Yes	Yes	Must have supervision by a licensed Speech Pathologist.
Special Instructor: Provides direct child services, consultation with providers, develop IFSPs, writing evaluation reports, individualized assessments.	Bachelor's degree	Special Education certification by the State Board of Education in: *Early Childhood *Hearing Impaired *Severe Developmental Disabilities *Visually Impaired *Mentally Handicapped OR *Certification by the State Board of Education in: Early Childhood Elementary education and one year documented experience with infants and toddlers with disabilities ages 0-5 OR Bachelors Degree in Child Development and one year documented experience with infants and toddlers with disabilities ages 0-5	Yes	1-4	Yes	Yes	

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Other Early Intervention Provider: (e.g., transportation providers, medical equipment providers, foreign language interpreters /translators)	Personnel must have academic preparation in the intervention area or job related experience in the intervention area.	None	No	-----	Yes	Yes	The provider must be identified by the IFSP team and approved by DESE.

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